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COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

Copy No.

22

SEPTEMBER 1942.

NOTE: (1) As this memorandum contains secret data as to defence forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in defence forces must not be published in any way and the document must be carefully safeguarded.

(2) The statistics herein are as at the end of September 1942. Future issues will appear about eight weeks after the end of the month to which they relate.

1. Employment and Enlistments: The following table shows, as at the end of July 1939 and of each month since July 1941, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and the net enlistments in the defence forces since the commencement of the war. "Net Enlistments" represents the net number of persons taken into defence forces and not discharged therefrom. It includes dead, missing, prisoners of war and wounded.

Australia - Persons Employed in Industry and the Defence Forces

End of Month	Employed in Industry (excluding Rural and Household Domestic)			Net Enlistments in Defence Forces (a)			Total(excluding Persons employed in rural in- dustry and household domestic service)		
	M. '000	F. '000	T. '000	M. '000	F. '000	T. '000	M. '000	F. '000	T. '000
1939 - July	..	1306.0	420.5	1726.5	-	-	1306.0	420.5	1726.5
1941 - July	..	1385.1	515.2	1900.3	321.1	0.2	321.3	515.4	2221.6
August	..	1386.1	520.2	1906.3	338.4	0.3	338.7	520.5	2245.0
September	..	1396.0	525.7	1921.7	344.2	1.9	346.1	527.6	2267.8
October	..	1395.7	532.0	1927.7	359.0	2.9	361.9	534.9	2289.6
November	..	1396.2	537.4	1933.6	378.5	3.6	382.1	541.0	2315.7
December	..	1379.9	539.4	1919.3	436.6	4.3	440.9	543.7	2360.2
1942 - January	..	1364.9	541.9	1906.8	481.6	5.8	487.4	547.7	2394.2
February	..	1355.7	552.5	1908.2	513.3	7.0	520.3	559.5	2428.5
March	..	1349.2	558.7	1907.9	545.5	9.2	554.7	567.9	2462.6
April	..	1337.4	563.5	1900.9	574.8	11.5	586.3	575.0	2487.2
May	..	1326.1	562.0	1888.1	594.3	13.9	608.2	575.9	2496.3
June	..	1320.7	563.6	1884.3	611.7	16.5	628.2	580.1	2512.5
July	..	1308.8	565.4	1874.2	623.1	19.6	642.7	585.0	2516.9
August	..	1300.0	568.1	1868.1	633.8	22.0	655.8	590.1	2523.9
September	..	1296.2	568.9	1865.1	639.6	24.9	664.5	593.8	2529.6

(a) See Section 4 of this Survey for fuller details of these figures. They represent "Gross Enlistments" less discharges and include dead, missing and prisoners of war. From January to April 1942, "net enlistments" includes some men who had been "returned to areas". Figures for these months require some revision to exclude these men returned to civilian life. Figures for subsequent months are believed to be approximately correct.

The main features of the September figures may be summarised as follows :-

Males: The total number of males employed in industry (excluding rural) or enlisted in the defence forces, which was increasing steadily each month until June, has now shown three months with relatively steady figures. These steady figures, following a year in which the increase in the total averaged over 20,000 per month, reflect the position now being reached in which difficulty is being experienced in obtaining more men from other sources, viz., rural workers, unemployed, independents and men usually occupied as employers or self-employers. The intake into the forces in September (5,800) was small, and similarly the decrease in males employed in industry (3,800) was much smaller than usual.

Females: Total females employed in industry (excluding rural and household domestic) and in the defence forces increased by 3,700 in September. The increase in the forces (2,900) was much the same as it has been during recent months, but the increase in industry (800) was less than usual.

2. Summary of Manpower Statistics - Australia: The following table shows for September 1942, the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of

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these groups from pre-war conditions (July 1939) and from November 1941 is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right hand columns show that part of the change which has occurred since the entry of Japan into the war.

Australia - Summary of Man-power Statistics as at September, 1942.

Particulars	Totals as at end of September 1942			July 1939 to Sep- tember 1942 (Whole War Period)			Increases November 1941 to September 1942 (Pacific War Period)			
	M. '000	F. '000	T. '000	M. '000	F. '000	T. '000	M. '000	F. '000	T. '000	
	639.6	24.9	664.5	639.6	24.9	664.5	261.1	21.3	282.4	
(i) Defence Forces - Gross Enlistments less discharges since commencement of war										
(ii) Wage and Salary Earners employed, other than rural and household domestic workers:										
Munitions, Shipbuilding, Aircraft (Governmental)	85.7	27.4	113.1	75.1	26.3	101.4	26.0	16.2	42.2	
Other Factories and Workshops	..	458.1	184.5	642.6	31.5	37.4	68.9	-33.8	-1.2	-35.0
Other	..	752.4	357.0	1109.4	-112.3	84.8	-27.5	-92.2	16.5	-75.7
Total:	1296.2	568.9	1865.1	- 9.8	148.4	138.6	-100.0	31.5	-68.5	
(iii) Unemployed through sickness, accident, unfitness, and lack of work	..	31.0	15.8	46.8	-233.0	-18.2	-251.2	- 42.9	-3.5	-46.4
Total Defence Forces, Employees, and Unemployed:	1966.8	609.6	2576.4	396.8	155.1	551.9	118.2	49.3	167.5	
(iv) Normal Increases in Wage and Salary Earners:	-	-	-	58.6	29.0	87.6	12.4	8.7	21.1	
(v) Persons drawn from "not gainfully occupied" groups, employers, and self-employed and from rural and private domestic wage earners	..	-	-	338.2	126.1	464.3	105.8	40.6	146.4	

Notes to above table:

- (i) Defence forces include enlistments since the commencement of war only. Fuller details are given in Section 4 of this summary. The relatively small number of permanent forces are included in "other" wage and salary earners employed - item (ii) of above table.
- (iii) Unemployed wage and salary earners include all those not in employment on account of sickness, accident, unfitness, and lack of work. Sickness and accidents are responsible for over 40,000 of the total unemployed shown above. The figures are approximate estimates only, as no exact records are available.
- (iv) Normal increase in wage and salary earners is the estimated increase in the number of available wage and salary earners which would have been expected had the trends of recent pre-war years been continued. Inter-state migration which actually occurred between July 1939 and September 1942, has however, been taken into account as far as possible.
- (v) "Not gainfully occupied" groups include independents, retired persons, women previously not gainfully occupied, children who commence wage-earning earlier than they would in normal times, and persons who delay their retirement from wage-earning occupation.

It will be seen that since July 1939, 664,500 persons have been absorbed by the defence forces while 138,600 have been absorbed into industries other than rural and private domestic service. This total of 803,100 has been drawn from (a) unemployed wage and salary earners, the decrease of whom has contributed 251,200 persons, (b) normal increase of wage and salary earners amounting to 87,600 persons, and (c) persons not gainfully occupied, (including retired persons who have become wage earners and wage earners who have delayed retirement), employers and self-employed persons who have become salary and wage earners, and rural and private domestic wage earners who have entered the forces or transferred to other industry. This latter group has contributed 464,300 persons; but what proportion came from each of the sections embraced in the group it is not possible to say from data at present available. The table on this page indicates that approximately 126,000 of them were females.

The next table summarises the salient features of the foregoing analysis for males and females separately in three periods (a) July 1939 to July 1941 - the first period of war, (b) July 1941 to November 1941, and (c) November 1941 to September 1942 - the period since war commenced in the Pacific.

	Total for each Period			Average per Month		
	July, 1939 to July 1941 (24 Mths.)	July 1941 to Novem- ber 1941 (4 Mths.)	November 1941 to Sept. 1942 (10 Mths.)	July, 1939 to July 1941 (24 Mths.)	July 1941 to Novem- ber 1941 (4 Mths.)	November 1941 to Sept. 1942 (10 Mths.)
	MALES (THOUSANDS)					
Increase in Defence Forces ϕ	321.1	57.4	261.1	13.4	14.3	26.1
Increase in employment in industry (other than rural)	79.1	11.1	100.0	3.3	2.8	-10.0
<u>Total Increase in Forces and Industry:</u>	400.2	68.5	161.1	16.7	17.1	16.1
The source of this increase was:-						
(a) Decrease in unemployed	175.0	15.1	42.9	7.3	3.8	4.3
(b) Normal increase wage and salary earners ..	41.3	4.9	12.4	1.7	1.2	1.2
(c) Drawn from other groups \ddagger	183.9	48.5	105.8	7.7	12.1	10.6
FEMALES (THOUSANDS)						
Total increase in Defence Forces and Industry (other than rural and household domestic) ..	94.9	25.6	52.8	4.0	6.4	5.3
The source of this increase was:-						
(a) Decrease in unemployed	14.2	0.5	3.5	0.6	0.1	0.3
(b) Normal increase in wage and salary earners ..	16.8	3.5	8.7	0.7	0.9	0.9
(c) Drawn from other groups \ddagger	63.9	21.6	40.6	2.7	5.4	4.1

ϕ See explanation of net enlistments in Section 4 on page 5 hereof.

\ddagger As defined in (v) in table on preceding page.

The increase of 803,100 persons in defence forces and industry and trade since July, 1939, consisted of 495,100 persons up to July, 1941, and 308,000 since that date. The increase averaged 20,700 monthly for the first 24 months, and then rose to a peak about the end of 1941, with an average of 36,700 for the 4 months ended March, 1942. It has now fallen to a lower level averaging 8,300 for the 4 months ended September, 1942. Normal increase has supplied about 2,200 each month; but while unemployed supplied on an average nearly 8,000 each month during the first 24 months, the last 10 months have yielded only an average of 4,600 from absorption of unemployed. After allowing for the number of workers idle through normal sickness, accidents, etc., the number of unemployed now remaining to be absorbed into employment has reached an extremely low figure, and practically no more man-power is available from that source.

Attention has been drawn on page 1 of this survey to the fact that the total number of males engaged in industry (excluding rural) and the forces have increased very little since June, 1942. The result is that the total number of males "drawn from other groups" was approximately the same at the end of September as at the end of August. The numbers of men "drawn from other groups", which averaged 7,700 monthly for the two years from July, 1939 to July, 1941 and rose to 12,100 monthly for the four months July, 1941 to November, 1941, averaged 13,400 for the 8 months ended July, 1942, but was negligible for the months of August and September.

Increase in females employed during September, 1942 was 3,700, all except 800 going into the forces. After taking into account the normal increase in females available and decrease in unemployment, the number of females "drawn from other groups" during September was 2,900 compared with a monthly average of 4,200 during the preceding 9 months. The increase of 2,900 females in the forces during September was at about the usual rate of recent months, but females employed in industry have only been increasing slowly recently, 800 in September compared with a monthly average of 4,200 during the year ended June, 1942.

3. Summary of Man-power Statistics - States: The chief items in the table on page 2 are shown separately for States in the next table.

States - Summary of Man-power Statistics as at end of September, 1942.

State	Totals as at end of September, 1942			Increases						
				July 1939 to September 1942 (Whole War Period)			Nov. 1941 to Sep- tember 1942 (Pacific War Period)			
	M.	F.	T.	M.	F.	T.	M.	F.	T.	
(i) Defence Forces (Gross Enlistments less Discharges) (See Section 4, page 5 hereof)										
(Thousands)										
New South Wales (a)	..	240.1	7.8	247.9	240.1	7.8	247.9	105.2	6.5	111.7
Victoria	..	179.6	6.5	186.1	179.6	6.5	186.1	71.7	5.5	77.2
Queensland	..	83.9	4.2	88.1	83.9	4.2	88.1	34.4	3.8	38.2
South Australia	..	48.9	2.4	51.3	48.9	2.4	51.3	17.1	2.0	19.1
Western Australia	..	66.6	3.2	69.8	66.6	3.2	69.8	25.6	2.9	28.5
Tasmania	..	20.1	0.8	20.9	20.1	0.8	20.9	6.9	0.6	7.5
Australia (b):		639.6	24.9	664.5	639.6	24.9	664.5	261.1	21.3	282.4
(ii) Wage and Salary Earners Employed, other than Rural and Household Domestic Workers										
(Thousands)										
New South Wales (a)	..	539.3	228.4	767.7	-0.2	66.7	66.5	-34.6	9.3	-25.3
Victoria	..	360.2	183.8	544.0	-2.4	45.3	42.9	-41.5	6.9	-34.6
Queensland	..	170.6	61.7	232.3	-2.7	10.6	7.9	-0.2	5.0	4.8
South Australia	..	117.2	50.3	167.5	9.9	18.0	27.9	-5.9	7.4	1.5
Western Australia	..	69.2	30.0	99.2	-14.7	4.7	-10.0	-13.3	1.9	-11.4
Tasmania	..	37.5	14.5	52.0	-0.2	3.0	2.8	-3.2	1.1	-2.1
Australia (b):		1296.2	568.9	1865.1	-9.8	148.4	138.6	-100.0	31.5	-68.5
(iii) Unemployed (including Sickness, Accident etc.) (See note (iii) on page 2)										
(Thousands)										
New South Wales (a)	..	12.4	6.0	18.4	-100.0	-5.6	-105.6	-14.3	-0.7	-15.0
Victoria	..	8.0	4.7	12.7	-55.6	-4.8	-60.4	-3.5	-0.3	-3.8
Queensland	..	5.4	2.6	8.0	-33.9	-4.5	-38.4	-20.6	-2.3	-22.9
South Australia	..	2.5	1.3	3.8	-18.3	-1.9	-20.2	-0.8	0.0	-0.8
Western Australia	..	1.8	0.8	2.6	-19.0	-1.1	-20.1	-3.2	-0.1	-3.3
Tasmania	..	0.9	0.4	1.3	-6.2	-0.3	-6.5	-0.5	-0.1	-0.6
Australia (b):		31.0	15.8	46.8	-233.0	-18.2	-251.2	-42.9	-3.5	-46.4
(iv) Persons drawn from Not Occupied Groups, Employers, Self-employed and Rural and Private Domestic Wage Earners.										
(Thousands)										
New South Wales (a)	..	-	-	-	117.8	57.7	175.5	50.1	11.8	61.9
Victoria	..	-	-	-	91.5	35.8	127.3	18.4	8.3	26.7
Queensland	..	-	-	-	47.1	7.6	54.7	17.0	6.2	23.2
South Australia	..	-	-	-	36.0	16.6	52.6	7.8	8.6	16.4
Western Australia	..	-	-	-	33.1	5.4	38.5	9.4	4.3	13.7
Tasmania	..	-	-	-	13.0	3.0	16.0	3.0	1.4	4.4
Australia (b):		-	-	-	338.2	126.1	464.3	105.8	40.6	146.4

(a) Including Australian Capital Territory.

(b) Including Australian Capital Territory and Northern Territory.

There has been no significant change in the total figure for males drawn from other groups (as shown in the last part of the above table) during the month of September, the decline in males employed and normal increase of available males having almost offset the increase in net enlistments. The totals for individual States are not significantly changed from the totals for July, with the exception of Victoria, which showed a decrease of 4,100, and Queensland with an increase of 3,400. In making interstate comparisons, it must be remembered that men may have been transferred to work in other States for whom no records of interstate migration have yet come to hand. The numbers of females drawn into the forces and employment (126,100 at the end of September) were 2,900 more than at the end of August, most of the increases being in New South Wales, Queensland, and Western Australia. It will be seen from the table on the next page that Queensland and Western Australia have still some distance to go before they will be employing the same proportion of additional females as in the other States.

The last part of the foregoing table gives some indication of the extent to which available man- and woman-power has been drawn upon in the various States. Per 1,000 male or female population, the numbers of persons who entered the defence forces or industry from not gainfully occupied groups, employers, and self-employed, and rural and private domestic wage-earners are estimated as follows:-

Per 1,000 Population at 30th June, 1939.

State	July 1939 to September 1942 (Whole War Period)		July 1939 to November 1941 (Before Pacific War)		November 1941 to September 1942 (Pacific War Period)	
	Males	Females	Males	Females	Males	Females
New South Wales ..	84.7	42.1	48.7	33.5	36.0	8.6
Victoria ..	98.5	37.6	78.7	28.9	19.8	8.7
Queensland ..	88.6	15.7	56.7	2.9	31.9	12.8
South Australia ..	120.9	55.7	94.7	26.9	26.2	28.8
Western Australia ..	135.2	24.5	96.8	5.0	38.4	19.5
Tasmania ..	107.9	25.8	83.0	13.8	24.9	12.0
AUSTRALIA:	96.1	36.6	66.1	24.8	30.0	11.8

In September the principal increases in the above rates of diversion were in males in Queensland, and in males and females in Western Australia. Otherwise, the position was substantially as summarised in the August issue of this Survey. In the period before war commenced in the Pacific, diversion of males was highest in Western Australia and South Australia (due respectively to high enlistments and high munitions requirements). In New South Wales and in Queensland the rate of diversion was low. Since the Pacific War started, New South Wales and Western Australia have shown the highest rates, with all the other States somewhat lower. Queensland, which was showing a very low rate until the last couple of months, now shows a rate above the Australian average. The improvement was chiefly due to the development of Allied Works Council operations in that State. The combined result is that for the whole war period the diversion of males has proceeded farthest in Western Australia and South Australia; Tasmania and Victoria occupy a mid-way position; while Queensland and New South Wales are lowest. The high New South Wales figure during recent months, however, suggests that the low position of New South Wales is being modified.

During the early part of the war, the diversion of women into industry was greatest in New South Wales, Victoria and South Australia, while Queensland and Western Australia had done practically nothing to engage extra women. During the period since Japan entered the war, the rate of diversion for women has been much higher in South Australia than in any other State. This has placed South Australia well ahead in the total diversion of women for the whole war period. At the same time, the Western Australian rate for females, which was extremely low in the early war period, rose to a relatively high level, obviously due to the necessity of finding more women to make good the large deficiency of men which the high rate for males showed must have occurred. Tasmania, also, where the diversion of men had been high, showed a high rate for females.

4. Defence Forces: The numbers of persons enlisted in the defence forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column, while the second column represents the net number taken into defence forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total is the significant figure for manpower purposes and has been used in the preceding tables. It shows the net extent to which the defence forces have drawn men and women from civil life. Actually it may be a little understated, as some of the persons included as discharges are probably incapacitated, and not fit to resume civil occupations.

TOTAL DEFENCE FORCES - AUSTRALIA

Enlisted from commencement of War to 30th September, 1942.

(Full-time continuous duty)

Services	Gross Enlistments	Net Enlistments
MALES		
Military - A.I.F.	239,013
Garrison	29,006
Militia	359,237
V.D.C.	4,318
Air - R.A.A.F.	111,069
Naval - R.A.N. and R.A.N.A.S.	22,219
TOTAL MALES:	764,862	639,551
FEMALES		
Military - Nurses, A.I.F.	1,271
Nurses, Militia	2,090
V.A.D. - A.I.F.	474
V.A.D. - Militia	1,876
A.W.A.S.	7,415
Air - W.A.A.A.F.	13,241
Naval - W.R.A.N.S. and R.A.N.N.S.	153
TOTAL FEMALES:	26,520	24,851

The total numbers enlisted in all services from each State were as follows:-

NET ENLISTMENTS TO 30TH SEPTEMBER, 1942.

State	Males		Females	
	Number	Per 1,000 male Population at 30/6/39	Number	Per 1,000 female Population at 30/6/39
New South Wales (a)	240,122	172.7	7,793	5.7
Victoria ..	179,643	193.4	6,499	6.8
Queensland ..	83,856	157.7	4,193	8.6
South Australia ..	48,878	164.1	2,370	8.0
Western Australia ..	66,637	272.3	3,148	14.3
Tasmania ..	20,057	166.6	848	7.3
AUSTRALIA: (b)	639,551	181.8	24,851	7.2

(a) Including Australian Capital Territory.

(b) Including Australian Capital Territory
and Northern Territory.

Notes: (i) "Net Enlistments" represents gross enlistments less discharges and includes dead, missing, prisoners of war and wounded. It represents net number withdrawn from civil occupations.

(ii) Small differences between the rates per 1,000 population for the various States should not be regarded as significant, as the Military districts do not in all cases exactly coincide with State boundaries. For example, a portion of New South Wales is included with the 3rd Military District (Victoria), and a portion (Broken Hill) with the 4th Military District (South Australia). The outstanding feature of the rates are the relatively very high figures for Western Australia.

S. R. CARVER
Acting Commonwealth Statistician.

CANBERRA. A.C.T.

1st December, 1942.